

TALENT ACQUISITION

The Sage Business Cloud People system's talent acquisition services include the following capabilities:

- Automate the entire recruitment, selection and onboarding processes as an end to end seamless workflow.
- Enable the hiring manager to self serve the end to end recruitment process, create and approve new requisitions, view and comment on candidate and undertake interviews.
- Identify possible candidates from multi-channel sourcing from internal team members, employee referrals, talent pools, regional job boards and social networks.
- Undertake online advertising, applications, testing, assessment and reference checks, candidate portal and automated resume parsing.
- Advertise vacancies worldwide through support for several job boards including integration with Broadbean.
- Use power search and X-ray search to identify prospective candidates.
- Use CV parsing to electronically accept resumes and input data directly into the system removing the need for manual entry.
- Identify and create passive applicants.
- Route applicants that do not make the shortlist to your talent pool for future consideration.
- Continuously improve the recruitment process and identify sources of best performing talent.
- Undertake rigorous selection and shortlisting against specified criteria, including competencies, skills and proven experience.
- Pick and choose from template of extensive selection criteria including pre-screening questions.
- Set different criteria for different vacancies; support different processes for each vacancy with different candidate portals for different parts of the business.
- Assess and auto-process candidates electronically for high volume recruitment enabling hirers to make data driven selections.
- Screen candidates remotely using Skype and video interviewing.
- Automate psychometric testing with support for Wonderlic.
- Enable multiple interviewer assessments and feedback to be provided quickly and efficiently.
- Speed the hiring process by capturing offer acceptance signatures electronically with DocuSign & reduce hiring delays through reminder alerts to approving managers.
- Use system generated emails to welcome new employees; attach contracts and forms to speed on-boarding process.
- Maintain relationships with candidates prior to joining through multiple touch points.
- Enable rapid on-boarding as hired candidates automatically transition to become employees.
- Improve engagement from day one with tailored new starter process. Automatically includes key reading, learning, training, induction, probation, open enrollment, and internal communications.
- Ensure a seamless online recruitment experience through integration with other internal systems e.g. IT ticketing, Active Directory, security & building management systems.

For more information visit www.sagepeople.com

